

Psychological Health & Safety Inspection Checklist Questions

When conducting monthly health and safety inspections, it's important to assess not only physical conditions but also factors that affect psychological safety and wellbeing.

To support your Joint Health & Safety Committee in proactively identifying and addressing psychological risks, consider incorporating the following questions into your existing OHS inspection checklist or using this as a separate checklist.

These align with the five hazard categories outlined in *WorkSafeBC's Psychological Health and Safety Framework*.

Interpersonal Environment

Team dynamics	Yes	No	Comments
Have there been any recent incidents of bullying, harassment or disrespectful / rude language or behaviour?			
Are you noticing signs of conflicts, disagreements or poor communication among team members?			
When conflict occurs, are co-workers able to resolve conflict respectfully among themselves?			

Job Design

Workload and job demands	Yes	No	Comments
Do workers look or report feeling excessively pressured or hurried?			
Are there signs of excessive workload or unrealistic deadlines?			
Are workers reporting conflicting job demands?			
Are workers encouraged to take their breaks?			

Workplace Conditions

Communication	Yes	No	Comments
Are workers comfortable speaking up about their stressors or mental health concerns?			
Do workers seem disengaged, distracted or unmotivated?			
Do workers look or report being stressed, tired or overwhelmed?			
Do workers know the process for reporting psychological safety related concerns?			

Need for Employer Support

Mental health resources / policies	Yes	No	Comments
Are workers comfortable speaking up about their stressors or mental health concerns?			
Do workers know where to find information about available internal (EAP) or community mental health resources?			
Do workers know about your psychological health and safety policy and where to find it?			

Exposure to Traumatic Events

Support Systems and Policies	Yes	No	Comments
Are available mental health resources and supports clearly posted and available to workers?			
Do workers clearly understand First Aid procedures and what to do following a traumatic event in the workplace?			

Disclaimer: This is not an exhaustive list. Every workplace is unique, with different business types, locations, roles, and challenges. As a result, hazards and risks will vary. Ensure your inspection checklist is tailored to reflect the specific findings and actions from your workplace's risk assessment. Additional questions may be needed to address your organization's unique psychological health and safety considerations.

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